Labour Market Information: Germany

24/02/2025

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National level - Germany

** The years referenced in this report vary, as the data is based on the most up-to-date information available for each indicator, as of December 2024.*

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Labour market

As of 1 January 2024, about 83.4 million people lived in Germany. The gross domestic product per inhabitant was EUR 46 300 in 2022, 30.8% higher than the average of EUR 35 400 per inhabitant in the EU27. Between 2018 and 2022, the GDP per capita increased by 14%.

Gross domestic product (GDP) per inhabitant (EUR)	2018	2019	2020	2021	2022
Germany	40 600	41 800	40 900	43 500	46 300
EU27	30 300	31 300	30 100	32 700	35 400

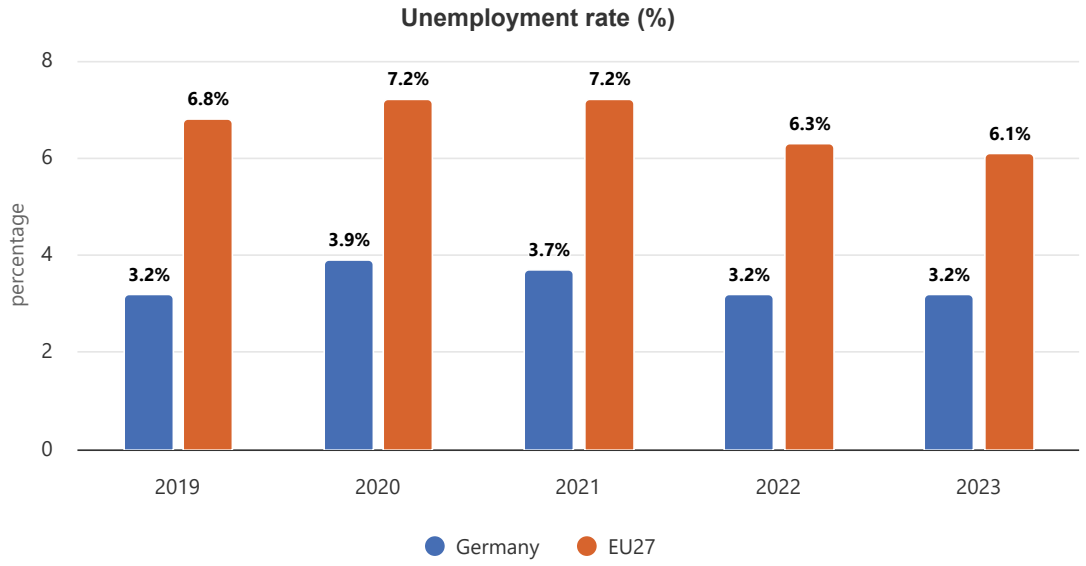
Note: nama_10r_2gdp, Statistics | Eurostat (europa.eu)

In 2023, more than 44.4 million people were active on the labour market in Germany. The employment rate was 77.2%, 6.8 percentage points higher than the EU27 average and 1.3 percentage points higher compared to 2018. In 2023, for women, the employment rate was 73.6%, for men, the employment rate was 80.8%, and for youth, the employment rate was 50.8%, all above the EU average.

Employment rate (%)		2019	2020	2021	2022	2023
Total	Germany	76.7	75.4	75.6	76.8	77.2
	EU27	68.4	67.5	68.3	69.8	70.4
Male	Germany	80.5	78.9	79.1	80.4	80.8
	EU27	73.8	72.8	73.3	74.7	75.1
Female	Germany	72.8	71.9	71.9	73	73.6
	EU27	63.1	62.2	63.3	64.9	65.7
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	EU27	33.4	31.4	32.7	34.7	35.2

Note: lfst_r_lfe2emprt**,** data refer to working age population (15-64), youth age group (15-24) Statistics | Eurostat (europa.eu)

In 2023, the unemployment rate was equal to the level registered in 2022. In 2023, the unemployment rate returned to the level before the pandemic, when it equaled 3.5% in 2018, and 3.2% in 2019. The unemployment rate is consistently below the EU27 average. In 2023, it was 2.9 percentage points lower in Germany than in the EU27.



Note: lfsa_urgan, economically active population (15-64), Statistics | Eurostat (europa.eu)

In 2023, 78.6% of the active workforce were from Germany, 7.4% from other EU Member States and 14 from third countries. In the EU27, as of 2023, the highest proportion of the workforce comes from the respective country (85% on average), while on average a smaller portion is from foreign countries (4.3% from other EU Member States, and 10.5% from third countries).

In 2022, most employees worked in manufacturing (21.1%), followed by wholesale and retail trade; repair of motor vehicles and motorcycles (16.9%), human health and social work activities (14.7%) and administrative and support service activities (8.4%). In terms of number of enterprises, most can be found in wholesale and retail trade; repair of motor vehicles and motorcycles (18%), professional, scientific and technical activities (15.7%), and construction (12.8%).

In Germany, the highest proportion of employees (43.5%) worked in large companies with more than 250 employees. These companies accounted for only 0.5% of all enterprises in the country, with just 14 260 of such businesses. 20.2% of persons employed worked in micro companies with up to 9 employees, 15.8% of persons employed worked in medium companies with 50 to 249 employees, 10.3% of persons employed worked in small companies with 20 to 49 employees and 10.2% of persons employed worked in small companies with 10 to 19 employees.

Vacancies

In 2024, in Germany, the occupational groups with the highest occurrence of shortage occupations were: science and engineering associate professionals, building and related trades workers (excluding electricians) and health associate professionals. On the other hand, the occupational groups with the highest occurrence of surplus occupations were: labourers in mining, construction, manufacturing and transport, cleaners and helpers and customer services clerks.

Read more about labour shortages and surpluses in Europe: Labour shortages and surpluses in Europe 2023 | European Labour Authority (europa.eu)

Job vacancy rate

Regarding the job vacancy rate (defined as the number of job vacancies expressed as a percentage of the total sum of occupied posts and job vacancies), in 2023 this was 4.1 % in the industry, construction and services, 1.3 percentage points higher than the EU27 on average. This rate has increased by 0.2 percentage points compared to 2022 and it is still above the situation before 2020, when it stood only at 3.3% .

Job vacancy rate (%)	2019	2020	2021	2022	2023
Germany	3.3	2.5	3.2	4.3	4.1
EU27	2.3	1.8	2.4	3	2.8

Note: jvs_a_rate_r2, Statistics | Eurostat

The sectors with the highest vacancy rates were: human health and social work activities; education; arts, entertainment and recreation; public administration and defence; compulsory social security; administrative and support services.

Job vacancy rate by sector	2019	2020	2021	2022	2023
Mining and quarrying	1.1	1.3	1	2.3	2.6
Manufacturing	1.8	1.2	2.1	2.9	2.6
Electricity, gas, steam and air conditioning supply	1.2	1	1.4	2.2	2.3
Water supply; sewerage, waste management and remediation activities	2.2	1.7	1.9	2.8	2.9
Construction	5.7	5.4	6.1	7.3	6.5
Wholesale and retail trade; repair of motor vehicles and motorcycles	2.5	1.9	2.1	3.2	3.2
Transportation and storage	4	2.6	3.1	4.6	4.2
Accommodation and food service activities	4.6	2.9	5.9	7.7	5.6
Information and communication	4.3	3.4	4.2	5.6	4.4
Financial and insurance activities	1.8	2.1	2.2	2.4	2.8
Real estate activities	1.8	2.1	2.1	2.6	2.3
Professional, scientific and technical activities	3.8	2.9	3.6	5	5.2
Administrative and support service activities	7.5	4.8	6.9	8.8	8.2
Education	2.3	2.3	2.7	3.5	2.9
Human health and social work activities	3.3	2.9	3.3	4.3	4.4
Arts, entertainment and recreation	2.3	1.5	2.5	3.6	3.3

Note: jvs_a_rate_r2, Statistics | Eurostat

Widely used job portals

Name of the organisation owning/administering the portal (native and EN name)	Type of organisation (public, private)	URL/link	Comment
Bundesagentur für Arbeit (Federal Employment Agency)	Public Employment Services	www.arbeitsagentur.de	EURES-Member
Randstad Deutschland GmbH & Co. KG	Other employment services	www.randstad.de	EURES-Partner
Different Plattforms	Privat	https://karriere.unicum.de/praktikum	https://www.prakti
GI Group Deutschland GmbH	Other employment services	https://de.gigroup.com/	EURES-Partner
I.K. Hofmann GmbH	Other employment services	https://www.hofmann.info/	EURES-Partner

Wages

Minimum wage

As of 1 January 2024, the statutory minimum wage in Germany was set at 2054 EUR. Collective barganing in Germany is at 54%.

Monthly average gross and net earnings

In 2023, the gross average earnings of a single person stood at EUR 5072, while the EU27 average was EUR 3417. The equivalent net wage was EUR 3 174 in Germany, compared to EUR 2351 in the EU27. Compared to 2018, gross average earnings increased by 20.7% in Germany and by 19.8% in the EU27. During the same period, the net wages have increased by 25.2% in Germany and by 22.1% in the EU27.

Monthly average gross and net earnings (EUR)		2019	2020	2021	2022	2023
Gross earning	Germany	4 317	4 250	4 400	4 806	5 072
	EU27	2 930	2 918	3 018	3 162	3 417
Net earning	Germany	2 624	2 608	2 738	2 978	3 174
	EU27	1 983	1 992	2 076	2 178	2 351

Note: earn_nt_net, Single person earning 100% average, annual rates transformed into 12 monthly payments. Statistics | Eurostat (europa.eu)

Trends

Go directly to Ageing workforce | Digital transition | Female labour market participation | Flexible work arrangements | Green transition | Immigration | Remote work

Ageing workforce

The ageing population in Germany has various effects on the German labour market. On the one hand, the retirement of the so-called baby boomer generation will reduce the number of employees by around 7 million people by 2036, according to the Institute of Economics, if no increased labour force participation within Germany or labour migration to Germany is generated. This can have very different effects locally and on a sector-specific basis. While rural areas will generally lose out, urban centres will benefit. Another important point to note is the impact on family-run craft businesses that are unable to organise succession. Up to now, Germany has been able to compensate for retirement in the labour market through migration. Additionally issues relating to the care of older citizens will become even more relevant. Retirement will not initially have any direct effects. However, it is likely to have a delayed impact on the care of the very elderly. There are already barriers to medical care. Carers are therefore already needed regardless of the overall economic development.

Digital transition

Digitalisation is one of the major issues for the future developments in Germany. This starts with the expansion of infrastructure, in particular fibre optic networks, and extends to the maintenance and expansion of critical productions, such as robotics and chip manufacturing. Significant investments are currently being made in this area and there are good employment opportunities. Other relevant topics include the digitalisation of public authorities (e-services) and the future viability of key technologies such as the development of AI applications and the further improvement of automation processes in the economy. Finally, there is still a need for the education sector to catch up in order to promote pupils' digital skills. Applicants who have skills in these fields of activity have a good chances of finding permanent employment in Germany in this industries.

Female labour market participation

At 75.2%, female labour force participation is comparatively high in Germany. However, many women still work part-time. This is partly due to the fact that women continue to take on more tasks in caring for relatives and raising children. This is also due to the shortage of nursery places and outpatient and inpatient care facilities. These bottlenecks are mainly due to staff shortages in this area. There are therefore very good employment opportunities for people from the EU here, regardless of economic influences. However, this always requires recognition of professional qualifications and a language level of at least B1. Women are often still underrepresented in management positions in Germany. The problem has been recognised and appropriate measures have been introduced, particularly in the public sector, to remedy this deficit. There are also efforts to interest girls and boys in supposedly gender-specific professions of the opposite sex in order to achieve a better balance on the labour market.

Flexible work arrangements (related to e.g. working time, place of work or type of contract)

Employers in many sectors are offering new flexible working concepts. Working from home is possible in many areas and is supported by companies. This can partly also give employees the opportunity to work from the country of origin. However, like the amount of working hours, the issue of working from home must be negotiated individually.

Green Transition

Green conversion is a major project of the current government. Many new job opportunities are being created in this field. The conversion of the energy industry takes up the most space. This involves the expansion of wind and solar energy, the generation of hydropower, but also the mass-production of low-cost green hydrogen in the future. The latter is particularly important for energy-intensive industries. Another important field of action is the expansion of local public transport. This is not just about expanding the infrastructure, but there are also considerable staff shortages in terms of drivers and service personnel, particularly at the local public transport, but also at Deutsche Bahn (German Railway). Another topic is electromobility.

The major car manufacturers and their suppliers are in the process of converting to electric drives. This will presumably initially have a negative impact on employment opportunities in traditional professions in these sectors. Suppliers and manufacturers who invest heavily in this technology in particular will be able to offer good employment opportunities in the future. Logistics and freight transport are also facing major upheavals. On the one hand, the aim is to handle more freight transport by rail again, but on the other hand, projects are also underway with motorway overhead lines and electric trucks to make freight transport more environmentally friendly.

The increase in online trade also means that solutions for parcel services and other logistics companies need to be found, especially in larger cities. Electromobility is also an important factor here. However, there are also start-ups that are developing innovative concepts for cargo bike solutions. There will continue to be good employment opportunities in these field, both in development and in the actual transport service. The conversion of heating systems in private homes will additionally create numerous job opportunities for heating engineers and air conditioning technicians in the future.

Immigration (from the EU, from third countries)

Labour migration is one of the most important areas of policy action, even with the current slowdown in economic development in Germany. The focus here is increasingly on third countries, but recruitment and immigration from the EU remains a very important component. There are numerous employment opportunities in a wide range of sectors. In particular nursery nurses, carers, drivers in public transport and logistics, but also technicians. In many border regions, there are very good opportunities for cross-border commuters to take up employment in the neighbouring country. But even in the regions within Germany, the Federal Employment Agency alone still lists around 700 000 vacancies. More detailed informations by every region is provided in section 3. The Federal Employment Agency offers counselling services for your individual concerns through its International Services. ZAV@arbeitsagentur.de

Remote work

The incidence of remote work has been gradually increasing in Germany between 2018 and 2023, from 5% to 12.9%. Similarly, the share of remote work as measured by 'sometimes' has increased from 6.6% to 10.5%. The increase in the incidence of remote work was exceptionally high during the pandemic.

Employed persons working from home as a percentage of the total employment (%)		**2018**	**2019**	**2020**	**2021**	**2022**	**2023**
Sometimes	Germany	6.6	7.4	7.3	7.7	9.6	10.5
	EU27	8.4	9	8.6	10.7	12.3	13.3
Usually	Germany	5	5.2	13.6	17.2	14.4	12.9
	EU27	5.2	5.4	12.1	13.3	10	8.9

Note: lfsa_ehomp, Product - Datasets - Eurostat

Baden-Württemberg

Go directly to Governmental district of Stuttgart | Governmental district of Karlsruhe | Governmental district of Freiburg | Governmental district of Tübingen

Baden-Württemberg is located in the south-west of the Federal Republic of Germany. The state capital is Stuttgart. In terms of population (11.3 million) and area (35,700 km²), Baden-Württemberg is the third largest state in Germany. Baden-Württemberg is an industry and export-intensive state and one of the leading economic regions in Germany and Europe. Daimler, Bosch and IBM Germany have their headquarters here. However, the economic structure is characterised by numerous medium-sized companies, many of which are global market leaders in their respective product segments. In addition to the automotive industry, the mechanical and plant engineering, metal, chemical, pharmaceutical and optical industries play an important role. The transformation of the powertrain in the automotive industry has been weighing on the country's economic situation for several years. Unemployment has been rising on a seasonally adjusted basis since 2022. In addition to immigration from Ukraine, this is due to the economic weakness. As a result, the labour market is less receptive and the unemployed are finding it increasingly difficult to find new employment.

Vacancies

- Nursing professions
- Food and luxury food production
- Medical and practice assistance
- Plumbing, sanitation, heating, air conditioning
- Woodworking and wood processing
- Civil engineering
- Medical, orthopaedic and rehabilitation technology
- Tax consultancy
- Business people - transport and logistics
- Fit-out and dry construction.
- Energy technology
- Floor laying
- Legal advice
- Catering
- Food sales
- Building construction
- Mechatronics and automation technology
- Vehicle aerospace technology, shipbuilding technology
- Plastics, rubber production and processing
- Clothing, electrical, automotive, hardware sales
- Horticulture
- -Supply and waste disposal

Shortages

There is a general shortage of labour, and it takes longer and longer to fill vacancies every year. The professions in which there is a shortage of labour are the same as those listed under “Vacancies”.

Surpluses

- Textile processing
- Office and secretariat
- Event, camera and sound technology
- Home economics and consumer advice
- Software development and programming
- Technical production planning and control
- Mechanical and operating engineering
- Advertising and marketing
- Building technology
- Technical media design

Governmental district of Stuttgart

With 4 205 849 inhabitants, Stuttgart represented about 5% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Stuttgart was 161.9% of the EU27 average, well above the national average of 130.8%.

In 2023, more than 2 379 700 people were active in the labour market in Stuttgart. 36.1% had tertiary education, 44.4% had secondary education, and 19.5% had primary education. The employment rate in Stuttgart was 62.7 % in 2023, 3.1 percentage points higher than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 57.2%, men had an employment rate of 68.4%, and for the youth the employment rate was 53.6%, all above the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Stuttgart	64	61.8	61.5	62.7	62.7
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Stuttgart	69.8	66.8	67.1	68.6	68.4
Female	Germany	55	53.6	53.5	54.4	54.8
	Stuttgart	58.2	56.9	55.9	56.9	57.2
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Stuttgart	50.9	49.3	49.9	52.9	53.6

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Stuttgart was 3% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany	3.1	3.9	3.6	3.2	3.1
Stuttgart	2.4	3.5	3.2	2.8	3

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Karlsruhe

With 2 848 400 inhabitants, Karlsruhe represented about 3.4% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Karlsruhe was 141% of the EU27 average, well above the national average of 130.8%.

In 2023, more than 1 501 500 people were active in the labour market in Karlsruhe. 36.3% had tertiary education, 46.2% had secondary education, and 17.5% had primary education. The employment rate in Karlsruhe was 62 % in 2023, 2.4 percentage points higher than the national average in Germany and 1.6 percentage points higher compared to 2022.

The employment rate for women in 2023 was 56.5%, men had an employment rate of 67.5%, and for the youth the employment rate was 54.3%, all above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Karlsruhe	62.4	60.4	59.5	60.4	62
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Karlsruhe	67.8	66.3	65.1	65.6	67.5
Female	Germany	55	53.6	53.5	54.4	54.8
	Karlsruhe	57.2	54.7	54.2	55.2	56.5
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Karlsruhe	50	46.2	48.3	49.8	54.3

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Karlsruhe was 2.9% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Karlsruhe	2.8	3.5	3.4	3.2	2.9

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Freiburg

With 2 322 689 inhabitants, Freiburg represented about 2.8% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Freiburg was 122.6% of the EU27 average, below the national average of 130.8%.

In 2023, more than 1 266 600 people were active in the labour market in Freiburg. 32.2% had tertiary education, 48.9% had secondary education, and 18.8% had primary education. The employment rate in Freiburg was 62.4 % in 2023, 2.8 percentage points higher than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 58%, men had an employment rate of 66.9%, and for the youth the employment rate was 55.2%, all above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Freiburg	63.3	60.7	61.5	62.2	62.4
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Freiburg	68.6	65.8	66.3	67.3	66.9
Female	Germany	55	53.6	53.5	54.4	54.8
	Freiburg	58.1	55.9	56.7	57.4	58
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Freiburg	53.1	50.9	50.4	51.1	55.2

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Freiburg was 2.2% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Freiburg	2.1	2.7	3.2	2.3	2.2

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Tübingen

With 1 903 319 inhabitants, Tübingen represented about 2.3% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Tübingen was 140.1% of the EU27 average, above the national average of 130.8%.

In 2023, more than 1 087 000 people were active in the labour market in Tübingen. 35.7% had tertiary education, 48.1% had secondary education, and 16.2% had primary education. The employment rate in Tübingen was 63.9 % in 2023, 4.3 percentage points higher than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 58.9%, men had an employment rate of 69%, and for the youth the employment rate was 53.4%, all above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Tübingen	64.3	62.4	62.2	63.9	63.9
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Tübingen	69.1	68	66.3	68	69
Female	Germany	55	53.6	53.5	54.4	54.8
	Tübingen	59.4	56.9	58.1	60	58.9
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Tübingen	52.6	52.3	52.2	55.3	53.4

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Tübingen was 2.1% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Tübingen	1.9	2.9	3	2.1	2.1

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Bavaria (Bayern)

Go directly to Upper Bavaria | Lower Bavaria | Upper Palatinate | Upper Franconia | Middle Franconia | Lower Franconia | Swabia

Bavaria is Germany's second most populous federal state and the one with the highest GDP per capita. Several of the world's top companies, namely in the fields of automotive, aerospace, engineering, health care, insurance and sportswear are headquartered here. Its capital, Munich, is a media hub and home to global leaders in information technology, two of Germany's most prestigious universities and many renowned scientific institutions, offering job opportunities for highly skilled professionals from all over the world. At the state-level manufacturing, especially in the metalworking industry, plays a preeminent role. Service industries are less important than elsewhere in Germany. Agriculture, construction and tourism, involving high seasonal employment, are important branches of the economy in the rural parts of Bavaria.

Vacancies

Vacancies: The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general, the vacancies focus on higher qualification levels.

- Mechatronics, energy and electrical professions
- Mechanical and automotive engineering professions
- Warehousing, post, delivery, goods handling
- Medical health professions
- Metal production, metalworking, metal construction

- Sales

Shortages

- Horticulture
- Floristry
- Plastics, rubber production
- Colour and paint technology
- Woodworking and wood processing
- Metal construction and welding technology
- Precision engineering and tool technology
- Vehicle, aerospace and shipbuilding technology.
- Mechatronics and automation technology
- Energy technology
- Electrical engineering
- Technical drawing, construction, modelling
- Food and luxury food production
- Food preparation
- Building construction
- Civil engineering
- Floor laying
- Finishing, dry construction
- Plumbing, sanitary, heating, air conditioning
- Supply and disposal
- Computer science
- Warehousing, post, delivery, goods handling
- Business people - transport and logistics
- Construction and transport equipment management
- Trade
- Sales
- Sales of clothing, electrical goods, motor vehicles, hardware Sale of food
- Sale of pharmacies
- Hotel industry
- Gastronomy
- Corporate organisation and strategy
- Insurance and financial services
- Tax Consultancy
- Legal advice, jurisdiction and regulations
- Medical and practice assistance
- Medical laboratory
- Nursing professions
- Non-medical therapy and medicine
- Pharmacy
- Medical, orthopaedic and rehabilitation technology

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Sales
- Office and secretariat
- Cleaning
- Food preparation
- Vehicle guidance in road traffic
- Warehousing, post, delivery, goods handling
- Education, social work, curative education
- Property, personal and fire protection, occupational safety
- Mechanical and operating engineering

Upper Bavaria (Oberbayern)

With 4 801 769 inhabitants, Upper Bavaria represented about 5.7% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Upper Bavaria was 189.8% of the EU27 average, well above the national average of 130.8%.

In 2023, more than 2 744 500 people were active in the labour market in Upper Bavaria. 41.6% had tertiary education, 43.6% had secondary education, and 14.7% had primary education. The employment rate in Upper Bavaria was 65.4 % in 2023, 5.8 percentage points higher than the national average in Germany and 1.2 percentage points higher compared to 2022.

The employment rate for women in 2023 was 60.1%, men had an employment rate of 70.9%, and for the youth the employment rate was 52.2%, all above the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Oberbayern	65.2	62.6	63.2	64.2	65.4
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Oberbayern	70.2	68.8	68.1	69.4	70.9
Female	Germany	55	53.6	53.5	54.4	54.8
	Oberbayern	60.4	56.7	58.5	59.1	60.1
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Oberbayern	51.3	50	50.1	53.8	52.2

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Upper Bavaria was 2.3% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Oberbayern	1.9	2.8	2.7	2.2	2.3

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Lower Bavaria (Niederbayern)

With 1 273 955 inhabitants, Lower Bavaria represented about 1.5% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Lower Bavaria was 129.4% of the EU27 average, below the national average of 130.8%.

In 2023, more than 649 700 people were active in the labour market in Lower Bavaria. 24.9% had tertiary education, 56.8% had secondary education, and 18.3% had primary education. The employment rate in Lower Bavaria was 62 % in 2023, 2.4 percentage points higher than the national average in Germany and 1.9 percentage points lower compared to 2022.

The employment rate for women in 2023 was 57.8%, men had an employment rate of 66.5%, and for the youth the employment rate was 61.9%, all above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Niederbayern	63.8	62.3	63.5	63.9	62
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Niederbayern	69.6	65.4	69	69.5	66.5
Female	Germany	55	53.6	53.5	54.4	54.8
	Niederbayern	58	58.9	58	58.4	57.8
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Niederbayern	59.5	58.8	55.3	63	61.9

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Niederbayern	2	NA	1.8	NA	NA

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Upper Palatinate (Oberpfalz)

With 1 133 741 inhabitants, Upper Palatinate represented about 1.3% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Upper Palatinate was 138.1% of the EU27 average, above the national average of 130.8%.

In 2023, more than 603 600 people were active in the labour market in Upper Palatinate. 30.6% had tertiary education, 54.3% had secondary education, and 15.1% had primary education. The employment rate in Upper Palatinate was 62.9 % in 2023, 3.3 percentage points higher than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 57.8%, men had an employment rate of 67.9%, and for the youth the employment rate was 56.2%, all above the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Oberpfalz	63.2	62.8	62.8	63	62.9
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Oberpfalz	68.8	68.7	68.2	68.2	67.9
Female	Germany	55	53.6	53.5	54.4	54.8
	Oberpfalz	57.7	57.2	57.6	57.9	57.8
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Oberpfalz	55.6	58	58.8	57.4	56.2

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Upper Palatinate was 2.1% in 2023, in line with the national average in the same year.

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany	3.1	3.9	3.6	3.2	3.1
Oberpfalz	2.2	NA	2.5	NA	2.1

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Upper Franconia (Oberfranken)

With 1 073 783 inhabitants, Upper Franconia represented about 1.3% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Upper Franconia was 122.6% of the EU27 average, below the national average of 130.8%.

In 2023, more than 610 500 people were active in the labour market in Upper Franconia. 26.1% had tertiary education, 57.1% had secondary education, and 16.8% had primary education. The employment rate in Upper Franconia was 61.4 % in 2023, 1.8 percentage points higher than the national average in Germany and 1.2 percentage points higher compared to 2022.

The employment rate for women in 2023 was 56.7%, men had an employment rate of 66.2%, and for the youth the employment rate was 61.6%, all above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Oberfranken	62	61.5	58	60.2	61.4
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Oberfranken	66	65.9	62.2	64.1	66.2
Female	Germany	55	53.6	53.5	54.4	54.8
	Oberfranken	58.2	57.3	53.8	56.4	56.7
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Oberfranken	55.2	49.2	46.7	56.5	61.6

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Upper Franconia was 2.5% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Oberfranken	2.3	NA	3.3	3	2.5

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Middle Franconia (Mittelfranken)

With 1 805 791 inhabitants, Middle Franconia represented about 2.1% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Middle Franconia was 143.2% of the EU27 average, well above the national average of 130.8%.

In 2023, more than 1 043 000 people were active in the labour market in Middle Franconia. 34.9% had tertiary education, 47.7% had secondary education, and 17.5% had primary education. The employment rate in Middle Franconia was 62 % in 2023, 2.4 percentage points higher than the national average in Germany and 1.2 percentage points higher compared to 2022.

The employment rate for women in 2023 was 57.8%, men had an employment rate of 66.3%, and for the youth the employment rate was 53.8%, all above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Mittelfranken	60.6	57.2	58.8	60.8	62
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Mittelfranken	65.9	61.2	64.2	66.4	66.3
Female	Germany	55	53.6	53.5	54.4	54.8
	Mittelfranken	55.4	53.1	53.6	55.4	57.8
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Mittelfranken	49	41.9	51.8	52.1	53.8

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Middle Franconia was 2.4% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Mittelfranken	2.1	3.8	3.4	3	2.4

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Lower Franconia (Unterfranken)

With 1 334 376 inhabitants, Lower Franconia represented about 1.6% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Lower Franconia was 130.2% of the EU27 average, below the national average of 130.8%.

In 2023, more than 713 600 people were active in the labour market in Lower Franconia. 32.9% had tertiary education, 51.1% had secondary education, and 16.1% had primary education. The employment rate in Lower Franconia was 62.3 % in 2023, 2.7 percentage points higher than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 58%, men had an employment rate of 66.7%, and for the youth the employment rate was 55.9%, all above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Unterfranken	62.8	60.6	61.6	62.3	62.3
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Unterfranken	68.6	66.2	66.2	67.2	66.7
Female	Germany	55	53.6	53.5	54.4	54.8
	Unterfranken	57.2	54.9	57.3	57.5	58
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Unterfranken	52.6	46	50.8	56.9	55.9

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Lower Franconia was 2.1% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Unterfranken	2	NA	2.6	2.2	2.1

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Swabia (Schwaben)

With 1 945 978 inhabitants, Swabia represented about 2.3% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Swabia was 125.7% of the EU27 average, below the national average of 130.8%.

In 2023, more than 1 041 400 people were active in the labour market in Swabia. 30.4% had tertiary education, 53.1% had secondary education, and 16.5% had primary education. The employment rate in Swabia was 61.1 % in 2023, 1.5 percentage points higher than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 55.9%, men had an employment rate of 66.6%, and for the youth the employment rate was 53.4%, all above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Schwaben	63.1	65.3	63.7	61.9	61.1
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Schwaben	68.5	72.2	70.2	67.1	66.6
Female	Germany	55	53.6	53.5	54.4	54.8
	Schwaben	57.8	58.5	57.3	56.8	55.9
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Schwaben	55.7	57.8	56.2	54.2	53.4

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Swabia was 1.9% in 2023, 1.2 points lower than the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Schwaben	2.2	2.5	2.8	2.3	1.9

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Berlin

With 3 755 251 inhabitants, Berlin represented about 4.5% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Berlin was 137% of the EU27 average, above the national average of 130.8%.

As the German capital, Berlin is a centre for modern start-ups and the creative industries. The labour market is characterised by the service sector. Berlin also benefits from the industrial settlements in the immediate vicinity. Since summer 2022, there has been a moderate increase in unemployment figures. There has also been an increase in employment over the same period. This could be due to people moving to Berlin to take up employment, commuter movements from the surrounding area, particularly from Poland, or people completing a degree in Berlin. Berlin is home to numerous universities, universities of applied sciences and research centres. Other key location factors for the metropolis are its cultural appeal and its proximity to the seat of government of the Federal Republic of Germany. Earnings in Berlin are above average compared to the rest of Germany, but the cost of living is also comparatively high. Berlin is characterised by a multicultural atmosphere. The proportion of foreigners in the population is comparatively high in Berlin. This is also reflected in the employment and unemployment figures.

In 2023, more than 2 014 000 people were active in the labour market in Berlin. 46.4% had tertiary education, 39.1% had secondary education, and 14.5% had primary education. The employment rate in Berlin was 59.3 % in 2023, in line with the national average and in line with 2022 figures.

The employment rate for women in 2023 was 54.5%, men had an employment rate of 64.3%, and for the youth the employment rate was 41.3%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Berlin	60.3	58.6	58.5	60.2	59.3
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Berlin	65	62.8	62.5	64.9	64.3
Female	Germany	55	53.6	53.5	54.4	54.8
	Berlin	55.8	54.6	54.5	55.8	54.5
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Berlin	41.8	43.3	42.3	44.8	41.3

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Berlin was 5.1% in 2023, 2 points higher than the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Berlin	5.3	6.1	5.8	4.8	5.1

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general, the vacancies focus on higher qualification levels.

- Sales professions
- Property, personal and fire protection, occupational safety
- Medical health professions
- Mechatronics, energy and electrical professions
- Office and secretariat
- Computer science and other ICT professions

Shortages

- Floristry
- Mechatronics and automation technology
- Energy technology
- Civil engineering
- Plumbing, sanitary, heating, air conditioning
- Sale of food
- Hotel industry
- Corporate organisation and strategy

- Tax Consultancy
- Nursing professions

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Office and secretariat
- Cleaning
- Food preparation
- Vehicle guidance in road traffic
- Warehousing, post, delivery, goods handling
- Education, social work, curative education.
- Property, personal and fire protection, occupational safety
- Advertising and marketing
- Corporate organisation and strategy
- Body care
- Finishing and drywall construction
- Home economics and consumer advice

Brandenburg

With 2 573 135 inhabitants, Brandenburg represented about 3.1% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Brandenburg was 98.3% of the EU27 average, well below the national average of 130.8%.

The state of Brandenburg can be characteristically divided into two parts. In the area surrounding Berlin, the state benefits from the federal capital. Here there are larger commuter movements to the capital, but settlements close to Berlin in the logistics, mechanical engineering, vehicle construction and chemicals sectors also contribute significantly to employment. The structurally weaker regions are located further away from Berlin. Agriculture and the service sector, especially tourism, play a greater role there. In the south of the state is also Brandenburg’s Lusatia region, a traditional centre of mining and energy production, where structural change is at the forefront. Commuter flows from Poland are an important factor for the labour market. Service sectors, industry, logistics, agriculture and construction in particular benefit from the labour supply in Poland. Potsdam, Frankfurt a.d. Oder and Cottbus are the most important university locations and offer a broad spectrum of research and study areas. Earnings in Brandenburg, as in all eastern German states, tend to be below average compared to the rest of Germany.

In 2023, more than 1 283 800 people were active in the labour market in Brandenburg. 31.1% had tertiary education, 57.4% had secondary education, and 11.6% had primary education. The employment rate in Brandenburg was 56.1 % in 2023, 3.5 percentage points lower than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 51.9%, men had an employment rate of 60.4%, and for the youth the employment rate was 46.8%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Brandenburg	58	55.9	56.6	56.8	56.1
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Brandenburg	61.7	58.9	59.8	60.6	60.4
Female	Germany	55	53.6	53.5	54.4	54.8
	Brandenburg	54.5	53	53.5	53.1	51.9
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Brandenburg	42.9	49.4	45	45.1	46.8

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Brandenburg was 3.3% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Brandenburg	3.4	4.1	3.1	3.4	3.3

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general, the vacancies focus on higher qualification levels.

- Sales professions
- Mechanical and automotive engineering professions
- Medical health professions
- Driver of vehicle and transport equipment
- Mechatronics, energy and electrical professions
- Warehousing, post, delivery, goods handling
- Metal production, metalworking, metal construction
- Sales (without product specialisation)
- Professions Business management, organisation
- Non-medical healthcare professions, personal care. Medical technology
- Education, social work, curative education
- Tourism, hotel and catering professions

Shortages

- Floristry
- Mechatronics and automation technology

- Energy technology
- Civil engineering
- Plumbing, sanitary, heating, air conditioning
- Sale of food
- Hotel industry
- Corporate organisation and strategy
- Tax Consultancy
- Nursing professions

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Office and secretariat
- Warehousing, post, delivery, goods handling
- Cleaning
- Food preparation
- Horticulture

Bremen

With 684 864 inhabitants, Bremen represented about 0.8% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Bremen was 161% of the EU27 average, well above the national average of 130.8%.

The economy in the federal state of Bremen is historically characterised by the port industry, trade, shipbuilding and automotive, aerospace, steel, electronics and food industries as well as services. Despite the closure of large industrial companies and shipyards, Bremen is one of Germany’s largest industrial centres. Industrial companies in vehicle construction (Mercedes-Benz plant), the food industry (Eduscho, Mondelēz), electrical engineering and aerospace technology (e.g. Airbus Bremen) have emerged or expanded their position. In addition to fish processing (Iglo, Frosta), Bremerhaven is a location for offshore wind energy activities with production and supplier companies. A total of ten state and private universities and colleges characterise Bremen as a university location. In terms of the academic resident population, the universities in Bremen produce the most university graduates. The university landscape is complemented by non-university research institutions (e.g. Helmholtz Centre for Polar and Marine Research, the Fraunhofer Institute for Wind Energy and Energy System Technology). Due to the high number of commuters, the economic structural change and employment growth primarily benefited the surrounding area of Lower Saxony. Unemployment in Bremen, on the other hand, remained well above the national level. Temporary work is of above-average importance in Bremen in a regional comparison.

In 2023, more than 343 700 people were active in the labour market in Bremen. 31.6% had tertiary education, 44.4% had secondary education, and 24% had primary education. The employment rate in Bremen was 56 % in 2023, 3.6 percentage points lower than the national average in Germany and 1.5 percentage points higher compared to 2022.

The employment rate for women in 2023 was 50.8%, men had an employment rate of 61.5%, and for the youth the employment rate was 49.6%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Bremen	56.9	55.4	54.4	54.5	56
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Bremen	62.7	58.9	58.7	59.3	61.5
Female	Germany	55	53.6	53.5	54.4	54.8
	Bremen	51.2	51.9	50.4	49.8	50.8
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Bremen	48	42.9	44.7	46.9	49.6

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Bremen was 4.5% in 2023, 1.4 points higher than the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Bremen	5.1		6.4	5.5	4.5

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general, the vacancies focus on higher qualification levels.

- Metal production, metalworking, metal construction
- Mechanical and automotive engineering professions
- Mechatronics, energy and electrical professions
- Transport, logistics (except vehicle management)
- Sales professions
- Medical health professions
- Education, domestic professions

Shortages

- Floor laying
- Finishing and drywall construction
- Plumbing, sanitary, heating, air conditioning
- Supply and disposal
- Business people - transport and logistics
- Construction and transport equipment management
- Sale of clothing, electrical goods, motor vehicles, hardware

- Sale of food
- Sale pharmacies
- Hotel industry
- Gastronomy
- Corporate organisation and strategy
- Human resources management and services
- Insurance and financial services
- Tax Consultancy
- Legal advice, jurisdiction and regulations
- Medical and practice assistance
- Nursing professions
- Pharmacy
- Medical, orthopaedic and rehabilitation technology
- Interior design, interior decoration

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Food production and processing
- Transport, logistics (except vehicle management)
- Driver of vehicle and transport equipment
- Protection, security and surveillance professions
- Cleaning professions
- Sales professions
- Tourism, hotel and catering professions
- Non-medical health, personal care, medical technology
- Education, domestic professions

Hamburg

With 1 892 122 inhabitants, Hamburg represented about 2.2% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Hamburg was 218.4% of the EU27 average, well above the national average of 130.8%.

With its catchment area within the Hamburg metropolitan region, Hamburg is one of the most competitive regions in Germany and Europe. The economic structure in Hamburg is characterised by a broad mix of sectors in the maritime industry, logistics and the port industry on the one hand and aviation, renewable energies, the chemical industry, the food industry, vehicle and mechanical engineering as well as media and IT on the other. The cultural and creative industries and tourism also play an important role. The Port of Hamburg is Germany’s largest harbour and one of the most important employers in Hamburg. The chemical, petroleum, food, wholesale and retail industries are equally dependent on the Port of Hamburg as a logistics hub. Hamburg’s economy is characterised by a pronounced export orientation. The economic structure in Hamburg is characterised by numerous large companies as well as many small and medium-sized enterprises. The largest companies in Hamburg include Airbus, Lufthansa Technik, the Asklepios clinics, the Otto Group and the chemical company Beiersdorf AG. The region is home to numerous public and private universities and research institutes. A number of highly specialised research facilities (Fraunhofer Centre for Maritime Logistics and Services, European X-Ray Free-Electron Laser, Deutsches Elektronen-Synchrotron DESY) and institutes complement the wide range of public and private teaching and educational opportunities. Hamburg has

been recording significant employment growth for many years. The proportion of highly qualified employees from Germany and abroad is above average, as is the income level. In contrast, unemployment has fallen only moderately in the last decade.

In 2023, more than 1 042 900 people were active in the labour market in Hamburg. 40.8% had tertiary education, 43.8% had secondary education, and 15.5% had primary education. The employment rate in Hamburg was 61.8 % in 2023, 2.2 percentage points higher than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 57.7%, men had an employment rate of 66.2%, and for the youth the employment rate was 47.2%. The employment rates for women and men were above the national average, while the employment rate for the youth was below the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Hamburg	62.5	60.9	61	61.4	61.8
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Hamburg	66.1	64.7	65.2	66.2	66.2
Female	Germany	55	53.6	53.5	54.4	54.8
	Hamburg	59.1	57.2	57.1	56.9	57.7
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Hamburg	45.9	45.8	49.3	48.6	47.2

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Hamburg was 4% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany	3.1	3.9	3.6	3.2	3.1
Hamburg	3.6	4.8	4.6	4.1	4

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general the vacancies focus on higher qualification levels.

- Transport, logistics
- Professions Business management, organisation
- Sales professions
- Mechatronics, energy and electrical professions
- Sales (without product specialisation)
- Warehousing, post, delivery, goods handling

Shortages

- Horticulture

- Vehicle, aerospace and shipbuilding technology
- Mechatronics and automation technology
- Energy technology
- Food and luxury food production
- Food preparation
- Civil engineering
- Plumbing, sanitary, heating, air conditioning
- Business people - transport and logistics
- Sale of food
- Hotel industry
- Gastronomy
- Tax Consultancy
- Legal advice, jurisdiction and regulations
- Medical and practice assistance
- Nursing professions
- Medical, orthopaedic and rehabilitation technology

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Professions Business management, organisation
- Sales professions
- Transport, logistics (except vehicle management)
- Warehousing, post, delivery, goods handling
- Cleaning professions
- Food production and processing
- domestic professions
- Driver of vehicle and transport equipment
- Tourism, hotel and catering professions

Hessen (Hesse)

Go directly to Governmental district of Darmstadt | Governmental district of Gießen | Governmental district of Kassel

With around 6.39 million inhabitants, most of whom live in the south of the state, Hesse is one of the most densely populated regions in Germany. Two thirds of the population live in the Rhine-Main region. The state capital is Wiesbaden. However, the largest city in Hesse is Frankfurt am Main, Germany’s financial centre.

The unemployment rate in Hesse was 5.2%, a slight increase of 0.4 percentage points compared to the previous year. Unemployment among men and women rose significantly by 9.5% and 11.1% respectively (average for 2023).

Employment subject to social insurance contributions in Hesse totalled 2,768,931 and was therefore higher than the previous year’s figure (as at September 2023).

The largest increase was recorded in the transport and storage, real estate, information and communication and hospitality sectors.

The largest decline in employment was recorded in temporary employment, agriculture and the manufacture of intermediate goods, a sub-sector of manufacturing.

The average number of registered job vacancies in 2023 was 48,520, almost 9% fewer than the average for 2022. 117,252 new jobs were registered by employers in 2023. This corresponds to a decrease of 12% compared to 2022.

Vacancies

- Nursing professions
- Business people - transport and logistics
- Plumbing, sanitation, heating, air conditioning
- Civil engineering
- Medical and practice assistance
- Energy technology
- Medical, orthopaedic and rehabilitation technology
- Legal advice, jurisdiction and regulation
- Hotel industry
- Mechatronics and automation technology
- Tax consultancy
- Pharmacies, pharmaceutical supplies, rehabilitation technology
- Sale of foodstuffs
- Plastics, rubber production and processing
- Medical laboratory
- Insurance and financial services
- Business organisation and strategy
- Catering
- Information technology
- Fit-out and dry construction
- Building construction
- Food and luxury food production
- Vehicle and aerospace technology, shipbuilding technology
- Colour and paint technology
- Floristry

Shortages

There is a general shortage of labour-force and it takes longer and longer to fill vacancies every year. The professions in which there is a shortage of labour are the same as those listed under ‘Vacancies’.

Surpluses

- Building services
- Personal hygiene
- Advertising and marketing
- Housekeeping and consumer counselling

- Office and secretarial services
- Property protection, personal protection, fire protection, occupational safety
- Cleaning
- Trade
- Painter, plasterer, building protection
- Chemicals
- Warehousing, post, delivery, goods handling
- Property management, facility management
- Technical draughtsman, construction, modelling
- Sales
- Business people - transport and logistics
- Property management, facility management
- IT network technicians, IT network coordination, IT administration.
- Business people - transport and logistics
- Purchasing and sales
- IT system analysis, user consultant, IT sales
- Biology
- Teaching activities. Extracurricular educational institutions
- Psychology, non-medical psychotherapy

Governmental district of Darmstadt

With 4 088 107 inhabitants, Darmstadt represented about 4.8% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Darmstadt was 163.3% of the EU27 average, well above the national average of 130.8%.

In 2023, more than 2 186 800 people were active in the labour market in Darmstadt. 37.7% had tertiary education, 44.7% had secondary education, and 17.7% had primary education. The employment rate in Darmstadt was 60.1 % in 2023, in line with the national average and 1.5 percentage points higher compared to 2022.

The employment rate for women in 2023 was 55.4%, men had an employment rate of 64.9%, and for the youth the employment rate was 48.5%. The employment rates for women and men were above the national average, while the employment rate for the youth was below the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Darmstadt	61.2	58.6	57.4	58.6	60.1
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Darmstadt	66.6	63.8	63	64	64.9
Female	Germany	55	53.6	53.5	54.4	54.8
	Darmstadt	55.9	53.6	52.2	53.4	55.4
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Darmstadt	47.2	47.8	43.7	47.2	48.5

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Darmstadt was 3.2% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Darmstadt	3.1	4.2	4.2	4	3.2

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Gießen

With 1 067 354 inhabitants, Gießen represented about 1.3% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Gießen was 109.6% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 534 300 people were active in the labour market in Gießen. 31.6% had tertiary education, 51.4% had secondary education, and 16.9% had primary education. The employment rate in Gießen was 59 % in 2023, in line with the national average and in line with 2022 figures.

The employment rate for women in 2023 was 54.6%, men had an employment rate of 63.5%, and for the youth the employment rate was 46.6%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Gießen	58	54.3	56.6	59	59
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Gießen	64	59	61.2	63.2	63.5
Female	Germany	55	53.6	53.5	54.4	54.8
	Gießen	52.4	49.7	52.1	55	54.6
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Gießen	50.4	42.2	46.9	50.4	46.6

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Gießen was 3% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Gießen	3.3	5.1	3.6	2.7	3

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Kassel

With 1 235 899 inhabitants, Kassel represented about 1.5% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Kassel was 115.3% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 634 400 people were active in the labour market in Kassel. 27.8% had tertiary education, 53.6% had secondary education, and 18.6% had primary education. The employment rate in Kassel was 58.1 % in 2023, 1.5 percentage points lower than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 54.3%, men had an employment rate of 62.3%, and for the youth the employment rate was 47.3%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Kassel	59.5	59.1	57.8	57.8	58.1
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Kassel	64.9	65.1	63.6	62.5	62.3
Female	Germany	55	53.6	53.5	54.4	54.8
	Kassel	54.2	53.2	52.1	53.3	54.3
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Kassel	52.6	50.9	50.4	49.6	47.3

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Kassel was 2.2% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Kassel	2.8	NA	3.1	2.5	2.2

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Mecklenburg-Western Pomerania (Mecklenburg-Vorpommern)

With 1 628 378 inhabitants, Mecklenburg-Western Pomerania represented about 1.9% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Mecklenburg-Western Pomerania was 92.9% of the EU27 average, well below the national average of 130.8%.

The economic structure in Mecklenburg-Vorpommern is traditionally characterised by tourism and the food industry. The healthcare and social services sectors are also important for employment. Small and medium-sized enterprises dominate. In the industrial sector, the maritime industry, mechanical engineering, the energy industry and the food industry have a large share. Settlements in the automotive supply industry and offshore wind energy have contributed to a greater mix of sectors. The transport and logistics industry has also undergone dynamic development in recent years. The economy in Mecklenburg-Vorpommern is relatively export oriented. Major companies based in the state include the Rostock-based cruise company Aida Cruises, the Helios Clinic Group in Schwerin and the Rostock-based wind turbine manufacturer Nordex. Mecklenburg-Vorpommern is home to two of the oldest universities in northern Europe, the University of Greifswald and the University of Rostock, as well as

other public and private universities. Non-university research facilities and medical research institutes are located in the vicinity of the universities. Employment growth in Mecklenburg-Vorpommern lagged behind the national trend. Unemployment fell significantly, partly for demographic reasons. The labour market is characterised less by cyclical than by seasonal fluctuations.

In 2023, more than 810 600 people were active in the labour market in Mecklenburg-Western Pomerania. 27.8% had tertiary education, 62.6% had secondary education, and 9.6% had primary education. The employment rate in Mecklenburg-Western Pomerania was 54.9 % in 2023, 4.7 percentage points lower than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 51.8%, men had an employment rate of 58.2%, and for the youth the employment rate was 53.3%. The employment rates for women and men were below the national average, while the employment rate for the youth was above the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Mecklenburg-Vorpommern	55.3	55	55.2	54.8	54.9
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Mecklenburg-Vorpommern	59.2	58.2	58.5	58.5	58.2
Female	Germany	55	53.6	53.5	54.4	54.8
	Mecklenburg-Vorpommern	51.4	51.9	52.1	51.3	51.8
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Mecklenburg-Vorpommern	45.6	51.6	53.7	53.2	53.3

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Mecklenburg-Western Pomerania was 4.3% in 2023, 1.2 points higher than the national average in the same year and in line with the previous year.

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany	3.1	3.9	3.6	3.2	3.1
Mecklenburg-Vorpommern	4	4.5	3.8	3.8	4.3

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general, the vacancies focus on higher qualification levels.

- Sales professions
- Medical health professions

Shortages

- Woodworking and wood processing
- Metal construction and welding technology

- Vehicle, aerospace and shipbuilding technology
- Energy technology
- Electrical engineering
- Food and luxury food production
- Food preparation
- Building construction
- Civil engineering
- Fit-out, dry construction, plumbing, sanitary, heating, air conditioning
- Cleaning
- Sale of food
- Hotel industry
- Gastronomy
- Medical and practice assistance
- Nursing professions

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Food production and processing
- Building and supply engineering professions
- Transport, logistics (except for vehicle driving)
- Driver of vehicle and transport equipment
- Protection, security and surveillance professions
- Cleaning professions
- Sales professions
- Education, domestic professions

Lower Saxony (Niedersachsen)

Go directly to Governmental district of Braunschweig | Governmental district of Hannover | Governmental district of Lüneburg | Governmental district of Weser-Ems

Lower Saxony’s economic structure is characterised by a broad mix of small, medium-sized and large companies. The energy industry, mobility industry, mechanical engineering, agricultural and food industry or tourism play different roles depending on the region. The industrial centre is located in the Hanover-Braunschweig-Wolfsburg region. In western Lower Saxony, a highly productive agricultural industry has developed alongside agriculture. In the structurally weak areas in the north-east, in southern Lower Saxony or in the so-called Elbe-Weser triangle, crafts and tourism dominate. Lower Saxony has thirteen universities with different profiles and other universities of applied sciences as well as private universities. There are also a large number of non-university research institutions (Max Planck Institutes, Fraunhofer Institutes and various locations of the German Aerospace Centre). Fraunhofer Institutes and various sites of the German Aerospace Centre). The largest companies in Lower Saxony include Volkswagen AG (Wolfsburg) and Continental AG (Hanover), as well as TUI AG (Hanover), the world’s largest tourism company. The growth in employment in recent years has been accompanied by a decline in unemployment. Employment structures and trends are largely in line with the national trend.

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general the vacancies focus on higher qualification levels.

- Metal production, metalworking, metal construction
- Mechanical and automotive engineering professions
- Mechatronics, energy and electrical professions
- Transport, logistics (except vehicle management)
- Driver of vehicle and transport equipment
- Sales professions
- Medical health professions
- Education

Shortages

- Agriculture
- Horticulture
- Metal construction and welding technology
- Vehicle, aerospace and shipbuilding technology
- Mechatronics and automation technology
- Energy technology
- Food and luxury food production
- Food preparation
- Building construction
- Civil engineering
- Floor laying
- Finishing and drywall construction
- Plumbing, sanitary, heating, air conditioning
- Supply and disposal
- Business people - transport and logistics
- Construction and transport equipment management
- Sale of clothing, electrical goods, motor vehicles, hardware
- Sale of food
- Sale pharmacies
- Hotel industry
- Gastronomy
- Corporate organisation and strategy
- Human resources management and services
- Insurance and financial services
- Tax Consultancy
- Legal advice, jurisdiction and regulations
- Medical and practice assistance
- Nursing professions
- Pharmacy
- Medical, orthopaedic and rehabilitation technology
- Interior design, interior decoration

Surpluses

Surpluses: Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Food production and processing
- Transport, logistics (except vehicle management)
- Driver of vehicle and transport equipment
- Protection, security and surveillance professions
- Cleaning professions
- Sales professions
- Professions Corporate management and organisation
- Domestic professions

Governmental district of Braunschweig

With 1 610 865 inhabitants, Braunschweig represented about 1.9% of the population in Germany (including former GDR from 1991) in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Braunschweig was 146.3% of the EU27 average, well above the national average of 130.8%.

In 2023, more than 810 600 people were active in the labour market in Braunschweig. 34.4% had tertiary education, 47.7% had secondary education, and 17.9% had primary education. The employment rate in Braunschweig was 58.3 % in 2023, 1.3 percentage points lower than the national average in Germany (including former GDR from 1991) and in line with 2022 figures.

The employment rate for women in 2023 was 53.3%, men had an employment rate of 63.5%, and for the youth the employment rate was 50.8%. The employment rates for women and men were below the national average, while the employment rate for the youth was equal to the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Braunschweig	57.6	56.5	56.4	58.5	58.3
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Braunschweig	62.6	61.5	61.1	62.9	63.5
Female	Germany	55	53.6	53.5	54.4	54.8
	Braunschweig	52.6	51.5	51.7	54.2	53.3
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Braunschweig	43.5	43.5	46.6	47.2	50.8

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Braunschweig was 3.1% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Braunschweig	3.3	4.5	4	3.1	3.1

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Hannover

With 2 180 058 inhabitants, Hannover represented about 2.6% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Hannover was 122.6% of the EU27 average, below the national average of 130.8%.

In 2023, more than 1 177 700 people were active in the labour market in Hannover. 31.9% had tertiary education, 49.4% had secondary education, and 18.7% had primary education. The employment rate in Hannover was 59.5 % in 2023, in line with the national average and in line with 2022 figures.

The employment rate for women in 2023 was 55.4%, men had an employment rate of 63.7%, and for the youth the employment rate was 48.6%. The employment rate for women was above the national average, while the employment rates for men and the youth were below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Hannover	59	58.1	58.4	59.3	59.5
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Hannover	64	62.4	62.7	63.2	63.7
Female	Germany	55	53.6	53.5	54.4	54.8
	Hannover	54.2	53.9	54.2	55.4	55.4
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Hannover	46.7	47	49.8	50.1	48.6

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Hannover was 2.9% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Hannover	3.5	3.7	2.8	3.1	2.9

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Lüneburg

With 1 757 157 inhabitants, Lüneburg represented about 2.1% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Lüneburg was 92.7% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 915 600 people were active in the labour market in Lüneburg. 27% had tertiary education, 53.2% had secondary education, and 19.7% had primary education. The employment rate in Lüneburg was 59.7 % in 2023, in line with the national average and in line with 2022 figures.

The employment rate for women in 2023 was 54.8%, men had an employment rate of 64.7%, and for the youth the employment rate was 53.3%. The employment rate for women was equal to the national average, while the employment rates for men and the youth were above the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Lüneburg	59.6	55.8	58.4	60	59.7
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Lüneburg	64.4	60.7	63.4	65.3	64.7
Female	Germany	55	53.6	53.5	54.4	54.8
	Lüneburg	55	51.1	53.6	55	54.8
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Lüneburg	50.7	43.6	49.1	52.2	53.3

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Lüneburg was 2.6% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany		3.9	3.6	3.2	3.1
Lüneburg	2.6	3.8	3.2	2.6	2.6

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Weser-Ems

With 2 592 162 inhabitants, Weser-Ems represented about 3.1% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Weser-Ems was 115% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 1 351 200 people were active in the labour market in Weser-Ems. 28% had tertiary education, 51.1% had secondary education, and 20.9% had primary education. The employment rate in Weser-Ems was 60.5 % in 2023, in line with the national average and in line with 2022 figures.

The employment rate for women in 2023 was 55.8%, men had an employment rate of 65.4%, and for the youth the employment rate was 54.2%, all above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Weser-Ems	60.7	59.2	58.3	59.8	60.5
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Weser-Ems	66.3	63.9	62.8	63.6	65.4
Female	Germany	55	53.6	53.5	54.4	54.8
	Weser-Ems	55.2	54.7	54	56.2	55.8
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Weser-Ems	50	51.2	51.5	54	54.2

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Weser-Ems was 2.6% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Weser-Ems	2.9	3.3	3.6	2.7	2.6

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

North Rhine-Westphalia (NRW/Nordrhein-Westfalen)

Go directly to Governmental district of Düsseldorf | Governmental district of Cologne | Governmental district of Münster | Governmental district of Detmold | Governmental district of Arnsberg

North Rhine-Westphalia is one of the strongest economic regions in Germany. It is characterized by central sectors such as industry, energy, chemicals, logistics, IT and services. A wide variety of medium-sized companies and a dynamic start-up system also play an important role. Universities such as RWTH Aachen and the University of Cologne train highly qualified specialists, especially in technical and scientific areas. The shortage of skilled workers in sectors such as IT and engineering is leading to increasing international recruitment. Local and global workers are recruited equally. German remains the predominant working language, but internationally oriented companies are increasingly relying on the English language. Since the COVID-19 pandemic, teleworking has become most important in numerous sectors, particularly in services and IT, and is firmly established in many companies. Seasonal employment plays a smaller role compared to other regions, but is important in tourism and agriculture, particularly in harvesting.

Vacancies

Vacancies: The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general the vacancies focus on higher qualification levels.

- Transport, logistics (except vehicle management)
- Sales professions
- Warehousing, post, delivery, goods handling
- Medical health professions

- Metal production, metalworking, metal construction
- Mechatronics, energy and electrical professions
- Mechanical and automotive engineering professions

Shortages

- Horticulture
- Plastics, rubber production
- Vehicle, aerospace and shipbuilding technology
- Mechatronics and automation technology
- Energy technology
- Civil engineering
- Plumbing, sanitary, heating, air conditioning
- IT system analysis, IT sales
- Business people - transport and logistics
- Sale of food
- Sale pharmacies
- Hotel industry
- Event service and management
- Insurance and financial services
- Tax Consultancy
- Legal advice, jurisdiction and regulations
- Medical and practice assistance
- Nursing professions
- Pharmacy
- Medical, orthopaedic and rehabilitation technology

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Warehousing, post, delivery, goods handling
- Cleaning
- Sales (without product specialisation)
- Office and secretariat
- Food preparation
- Property, personal and fire protection, occupational safety
- Vehicle guidance in road traffic
- Education, social work, curative education
- Gastronomy
- Metalworking
- Home economics and consumer advice
- Horticulture
- Mechanical and operating engineering

- Elderly care

Governmental district of Düsseldorf

With 5 261 157 inhabitants, Düsseldorf represented about 6.2% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Düsseldorf was 133.1% of the EU27 average, above the national average of 130.8%.

In 2023, more than 2 759 700 people were active in the labour market in Düsseldorf. 30.7% had tertiary education, 49.6% had secondary education, and 19.7% had primary education. The employment rate in Düsseldorf was 57.4 % in 2023, 2.2 percentage points lower than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 52.3%, men had an employment rate of 62.7%, and for the youth the employment rate was 48.5%, all below the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Düsseldorf	56.7	54.7	55.3	57.2	57.4
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Düsseldorf	62.5	60	60.2	62.7	62.7
Female	Germany	55	53.6	53.5	54.4	54.8
	Düsseldorf	51.2	49.5	50.6	52	52.3
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Düsseldorf	43.9	42.9	43	46.7	48.5

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Düsseldorf was 4% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany	3.1	3.9	3.6	3.2	3.1
Düsseldorf	3.8	5.1	4.4	3.9	4

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Cologne (Köln)

With 4 527 594 inhabitants, Cologne represented about 5.4% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Cologne was 135.6% of the EU27 average, above the national average of 130.8%.

In 2023, more than 2 329 100 people were active in the labour market in Cologne. 37.4% had tertiary education, 45.3% had secondary education, and 17.3% had primary education. The employment rate in Cologne was 58.6 % in 2023, the national average and in line with 2022 figures.

The employment rate for women in 2023 was 53.3%, men had an employment rate of 64%, and for the youth the employment rate was 46.4%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Köln	58.5	56.7	56.4	58.6	58.6
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Köln	63.3	61.7	60.9	63.8	64
Female	Germany	55	53.6	53.5	54.4	54.8
	Köln	53.8	51.9	52.1	53.6	53.3
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Köln	44.3	50	45.4	48.7	46.4

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Cologne was 3.3% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Köln	3.4	4.1	4.1	3.3	3.3

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Münster

With 2 664 280 inhabitants, Münster represented about 3.2% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Münster was 109.6% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 1 308 300 people were active in the labour market in Münster. 28.7% had tertiary education, 53.2% had secondary education, and 18.1% had primary education. The employment rate in Münster was 58.6 % in 2023, the national average and in line with 2022 figures.

The employment rate for women in 2023 was 53.9%, men had an employment rate of 63.6%, and for the youth the employment rate was 53.2%. The employment rates for women and men were below the national average, while the employment rate for the youth was above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Münster	59.4	59	58.4	58.7	58.6
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Münster	64.8	63.7	63.8	63.7	63.6
Female	Germany	55	53.6	53.5	54.4	54.8
	Münster	54.3	54.4	53.1	53.8	53.9
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Münster	50.5	51.9	50.7	54.3	53.2

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Münster was 3% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Münster	3.4	3.6	3.7	3.5	3

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Detmold

With 2 085 331 inhabitants, Detmold represented about 2.5% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Detmold was 122.9% of the EU27 average, below the national average of 130.8%.

In 2023, more than 1 092 800 people were active in the labour market in Detmold. 28.6% had tertiary education, 51.8% had secondary education, and 19.6% had primary education. The employment rate in Detmold was 59.6 % in 2023, in line with the national average and 2.5 percentage points higher compared to 2022.

The employment rate for women in 2023 was 55.7%, men had an employment rate of 63.7%, and for the youth the employment rate was 51%. The employment rates for women and the youth were above the national average, while the employment rate for men was below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Detmold	59.1	58.7	57	57.1	59.6
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Detmold	65.2	64.2	62.9	62.5	63.7
Female	Germany	55	53.6	53.5	54.4	54.8
	Detmold	53.2	53.5	51.3	51.9	55.7
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Detmold	49.1	50.6	49.6	45.5	51

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Detmold was 2.4% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Detmold	3	3.7	3.9	2.7	2.4

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Arnsberg

With 3 600 754 inhabitants, Arnsberg represented about 4.3% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Arnsberg was 112.4% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 1 809 400 people were active in the labour market in Arnsberg. 27.4% had tertiary education, 52.6% had secondary education, and 20% had primary education. The employment rate in Arnsberg was 57.6 % in 2023, 2 percentage points lower than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 52.3%, men had an employment rate of 63.3%, and for the youth the employment rate was 49.3%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Arnsberg	57	55.5	55.1	56.7	57.6
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Arnsberg	62.7	59.7	60	62.1	63.3
Female	Germany	55	53.6	53.5	54.4	54.8
	Arnsberg	51.5	51.5	50.4	51.6	52.3
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Arnsberg	46	44.6	44.7	47.1	49.3

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Arnsberg was 3.5% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Arnsberg	3.9	5.1	4.2	3.9	3.5

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Rhineland-Palatinate (Rheinland-Pfalz)

Go directly to Governmental district of Koblenz | Governmental district of Trier | Governmental district of Rhine-Hesse-Palatinate

The federal state of Rhineland-Palatinate with its 4 million inhabitants is located in south-west Germany with borders to Belgium, France and Luxembourg. It is part of the greater Saar-Lor-Lux-Rhineland-Palatinate-Wallonia region. This federal state is not a homogeneous economic area, but has different regional centres of gravity. For example, one of the world's largest chemical sites is located around Ludwigshafen; Mainz is home to both the media and pharmaceutical industries. Germany's largest wine-growing regions are located in Rheinhessen and along the Wine Route. High employment figures can be found in the chemical and pharmaceutical industries, as well as in automotive suppliers, mechanical engineering and vehicle construction. In the retail sector, large employers can be found in the food trade as well as construction and DIY supplies, and in the service sector, particularly in the healthcare sector. The educational landscape in Rhineland-Palatinate includes several (technical) universities with a wide range of study programmes. Due to its diverse economic structure, there are employment opportunities both in large companies and in the many small and medium-sized companies with a corresponding range of professional activities.

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general the vacancies focus on higher qualification levels.

- Transport, logistics (except vehicle management)
- Sales professions
- Mechanical and automotive engineering professions

- Medical health professions
- Driver of vehicle and transport equipment
- Mechatronics, energy and electrical professions
- Metal production, metalworking, metal construction
- Professions Business management, organisation
- Education, domestic professions

Shortages

- Horticulture
- Plastics, rubber production
- Colour and paint technology
- Woodworking and wood processing
- Vehicle, aerospace and shipbuilding technology
- Mechatronics and automation technology
- Energy technology
- Electrical engineering
- Food and luxury food production
- Food preparation
- Building construction
- Civil engineering
- Floor laying
- Painter, plasterer, building protection
- Finishing, dry construction
- Plumbing, sanitary, heating, air conditioning
- Software development and programming
- Warehousing, post, delivery, goods handling
- Business people - transport and logistics
- Construction and transport equipment management
- Purchasing and sales
- Sale of clothing, electrical goods, motor vehicles, hardware
- Sale of food
- Sale pharmacies
- Hotel industry
- Gastronomy
- Corporate organisation and strategy
- Insurance and financial services
- Tax Consultancy
- Legal advice, jurisdiction and regulations
- Medical and practice assistance
- Nursing professions
- Non-medical therapy and medicine
- Pharmacy
- Medical, orthopaedic and rehabilitation technology

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Sale
- Office and secretariat
- Cleaning
- Food preparation
- Vehicle guidance in road traffic
- Warehousing, post, delivery, goods handling
- Education, social work, curative education
- Property, personal and fire protection, occupational safety.

Governmental district of Koblenz

With 1 522 508 inhabitants, Koblenz represented about 1.8% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Koblenz was 107.1% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 778 800 people were active in the labour market in Koblenz. 28.2% had tertiary education, 52.7% had secondary education, and 19% had primary education. The employment rate in Koblenz was 59.8 % in 2023, in line with the national average and in line with 2022 figures.

The employment rate for women in 2023 was 55.1%, men had an employment rate of 64.7%, and for the youth the employment rate was 53.9%, all above the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Koblenz	60.1	56.6	58.2	60	59.8
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Koblenz	65.9	61.6	63.7	65.4	64.7
Female	Germany	55	53.6	53.5	54.4	54.8
	Koblenz	54.6	51.6	52.7	54.8	55.1
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Koblenz	51.5	49.3	54.6	57.7	53.9

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Koblenz was 2.5% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany	3.1	3.9	3.6	3.2	3.1
Koblenz	2.2	NA	2.9	2.8	2.5

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Trier

With 546 565 inhabitants, Trier represented about 0.6% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Trier was 94.6% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 308 800 people were active in the labour market in Trier. 27.8% had tertiary education, 51.8% had secondary education, and 20.3% had primary education. The employment rate in Trier was 64.2 % in 2023, 4.6 percentage points higher than the national average in Germany and 2.6 percentage points higher compared to 2022.

The employment rate for women in 2023 was 60.2%, men had an employment rate of 68.2%, and for the youth the employment rate was 65.5%, all above the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Trier	63.1	58.1	58.1	61.6	64.2
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Trier	67.7	62.8	63.3	65.9	68.2
Female	Germany	55	53.6	53.5	54.4	54.8
	Trier	58.5	53.5	53.3	57.3	60.2
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Trier	58.4	49.5	53.8	58	65.5

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany	3.1	3.9	3.6	3.2	3.1
Trier	2	NA	NA	NA	NA

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Rhine-Hesse-Palatinate (Rheinhessen-Pfalz)

With 2 090 077 inhabitants, Rhine-Hesse-Palatinate represented about 2.5% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Rhine-Hesse-Palatinate was 130.5% of the EU27 average, below the national average of 130.8%.

In 2023, more than 1 105 300 people were active in the labour market in Rhine-Hesse-Palatinate. 34.8% had tertiary education, 44.3% had secondary education, and 20.9% had primary education. The employment rate in Rhine-Hesse-Palatinate was 58.8 % in 2023, in line with the national average and in line with 2022 figures.

The employment rate for women in 2023 was 54%, men had an employment rate of 63.7%, and for the youth the employment rate was 51.7%. The employment rates for women and men were below the national average, while the employment rate for the youth was above the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Rheinhessen-Pfalz	59.4	58.7	58.2	57.9	58.8
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Rheinhessen-Pfalz	64.7	63.3	63.3	63.4	63.7
Female	Germany	55	53.6	53.5	54.4	54.8
	Rheinhessen-Pfalz	54.2	54.3	53.2	52.4	54
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Rheinhessen-Pfalz	47.7	48	50	50.8	51.7

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Rhine-Hesse-Palatinate was 3.6% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Rheinhessen-Pfalz	3.3	4	4.2	3.6	3.6

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Saarland

With 992 666 inhabitants, Saarland represented about 1.2% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Saarland was 110.7% of the EU27 average, well below the national average of 130.8%.

The Saarland is the smallest federal state in the extreme south-west of Germany, bordering France and Luxembourg. It is part of the greater Saar - Lor - Lux - Rhineland-Palatinate - Wallonia region. This geographical location brings with it corresponding commuter movements. Saarland currently has a surplus of commuters. Traditionally, the labour market in Saarland was strongly influenced by the coal and steel industry, in particular the steel and coal industry. However, a fundamental change has taken place here, and the economic structure has diversified and modernised. Today, many jobs can still be found in the manufacturing industry, but also in the automotive industry, the service sector, trade and healthcare. Employment opportunities are also increasing in the field of information technology. Well-known technology centres and research institutes are helping to orientate economic structural change towards the future and are developing pioneering technologies. Saarland is confronted with an ageing and declining population, which increases the demand for well-trained specialists.

In 2023, more than 500 600 people were active in the labour market in Saarland. 27.5% had tertiary education, 54.8% had secondary education, and 17.7% had primary education. The employment rate in Saarland was 56 % in 2023, 3.6 percentage points lower than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 50.8%, men had an employment rate of 61.4%, and for the youth the employment rate was 48.2%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Saarland	56.1	55.2	55.3	55.5	56
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Saarland	61.5	59.5	60.1	60	61.4
Female	Germany	55	53.6	53.5	54.4	54.8
	Saarland	50.8	51	50.7	51.1	50.8
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Saarland	44.2	43.5	42.4	47.6	48.2

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Saarland was 3.3% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Saarland	3.7	NA	3.2	3.7	3.3

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general, the vacancies focus on higher qualification levels.

- Metal production, metalworking, metal construction
- Medical health professions
- Warehousing, post, delivery, goods handling
- Mechanical and automotive engineering professions
- Sales professions
- Education, social work, curative education
- Mechatronics, energy and electrical professions

Shortages

- Horticulture
- Plastics, rubber production
- Colour and paint technology
- Woodworking and wood processing
- Vehicle, aerospace and shipbuilding technology
- Mechatronics and automation technology
- Energy technology

- Electrical engineering
- Food and luxury food production
- Food preparation
- Building construction
- Civil engineering
- Floor laying
- Painter, plasterer, building protection
- Finishing, dry construction
- Plumbing, sanitary, heating, air conditioning
- Software development and programming
- Warehousing, post, delivery, goods handling
- Business people - transport and logistics
- Construction and transport equipment management
- Purchasing and sales
- Sale of clothing, electrical goods, motor vehicles, hardware
- Sale of food
- Sale pharmacies
- Hotel industry
- Gastronomy
- Corporate organisation and strategy
- Insurance and financial services
- Tax Consultancy
- Legal advice, jurisdiction and regulations
- Medical and practice assistance
- Nursing professions
- Non-medical therapy and medicine
- Pharmacy
- Medical, orthopaedic and rehabilitation technology

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Sales
- Office and secretariat
- Cleaning
- Food preparation
- Warehousing, post, delivery, goods handling
- Horticulture
- Education, social work, curative education
- Gastronomy
- Property, personal and fire protection, occupational safety
- Elderly care

- Finishing and drywall construction
- Home economics and consumer counselling
- Metalworking
- Food and luxury food production

Saxony (Sachsen)

Go directly to Governmental district of Dresden | Governmental district of Chemnitz | Governmental district of Leipzig

Saxony is the most populous of the eastern German federal states with the three major cities of Leipzig, Dresden and Chemnitz, which are home to more than a third of the state's population. Saxony's labour market is characterised by a high proportion of the metal and electrical industry (especially vehicle construction), which is particularly important in eastern Saxony. The Leipzig region, on the other hand, is more strongly characterised by the service sector, especially trade and logistics. The wage level in Saxony is considered to be rather low and is below the national and eastern German average. Saxony has the highest employment rate of all the federal states, which is primarily due to the high labour market participation of women. However, the unemployment rate is also above average, with the highest rates in Chemnitz and the structurally weak district of Görlitz on the border with Poland.

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general, the vacancies focus on higher qualification levels.

- Metal production, metalworking, metal construction
- Mechatronics, energy and electrical professions
- Mechanical and automotive engineering professions
- Medical health professions
- Sales professions
- Driver of vehicle and transport equipment
- Warehousing, post, delivery, goods handling
- Professions
- Business management, organisation

Shortages

- Floristry
- Plastics, rubber production
- Metalworking
- Metal construction and welding technology
- Vehicle, aerospace and shipbuilding technology
- Mechatronics and automation technology
- Energy technology
- Electrical engineering
- Technical drawing, construction, modelling
- Food and luxury food production
- Food preparation
- Civil engineering

- Floor laying
- Plumbing, sanitary, heating, air conditioning
- Business people - transport and logistics
- Property, personal and fire protection, occupational safety technology
- Purchasing and sales
- Sale of food
- Hotel industry
- Gastronomy
- Tax Consultancy
- Legal advice, jurisdiction and regulations
- Medical and practice assistance
- Nursing professions
- Medical, orthopaedic and rehabilitation technology

Surpluses

- Sales
- Office and secretariat
- Cleaning
- Food preparation
- Vehicle guidance in road traffic
- Warehousing, post, delivery, goods handling
- Horticulture
- Education, social work, curative education
- Building technology
- Property, personal and fire protection, occupational safety
- Home economics and consumer advice

Governmental district of Dresden

With 1 598 250 inhabitants, Dresden represented about 1.9% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Dresden was 104.5% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 827 400 people were active in the labour market in Dresden. 35.6% had tertiary education, 55.6% had secondary education, and 8.8% had primary education. The employment rate in Dresden was 57.2 % in 2023, 2.4 percentage point lower than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 52.3%, men had an employment rate of 62.3%, and for the youth the employment rate was 47.3%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Dresden	58.3	55.9	55.4	56.2	57.2
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Dresden	62.8	60.2	60	61.1	62.3
Female	Germany	55	53.6	53.5	54.4	54.8
	Dresden	54	51.6	50.8	51.5	52.3
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Dresden	45.6	45.7	39.3	43.2	47.3

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Dresden was 2.5% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Dresden	3.5	3.6	3.4	3.4	2.5

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Chemnitz

With 1 411 556 inhabitants, Chemnitz represented about 1.7% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Chemnitz was 93.5% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 612 200 people were active in the labour market in Chemnitz. 24.3% had tertiary education, 67.5% had secondary education, and 8.2% had primary education. The employment rate in Chemnitz was 51.5 % in 2023, 8.1 percentage points lower than the national average in Germany and 1.7 percentage points lower compared to 2022.

The employment rate for women in 2023 was 45.9%, men had an employment rate of 57.3%, and for the youth the employment rate was 49%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Chemnitz	55.3	54	54.1	53.2	51.5
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Chemnitz	59.8	58	59.1	59	57.3
Female	Germany	55	53.6	53.5	54.4	54.8
	Chemnitz	50.9	50.2	49.3	47.7	45.9
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Chemnitz	46.7	47.2	51.6	51.2	49

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Chemnitz was 3.4% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Chemnitz	3.7		2.4	2.4	3.4

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Governmental district of Leipzig

With 1 076 346 inhabitants, Leipzig represented about 1.3% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Leipzig was 109.3% of the EU27 average, well below the national average of 130.8%.

In 2023, more than 597 500 people were active in the labour market in Leipzig. 35.7% had tertiary education, 54.3% had secondary education, and 10% had primary education. The employment rate in Leipzig was 60.8 % in 2023, 1.2 percentage points higher than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 56.6%, men had an employment rate of 65.1%, and for the youth the employment rate was 48.6%. The employment rates for women and men were above the national average, while the employment rate for the youth was below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Leipzig	58.2	57	58.1	60.2	60.8
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Leipzig	61.5	61.1	63.1	64.7	65.1
Female	Germany	55	53.6	53.5	54.4	54.8
	Leipzig	55.1	53.2	53.3	55.9	56.6
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Leipzig	45.9	42.4	43.7	45.9	48.6

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Leipzig was 4.5% in 2023, 1.4 points higher than the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Leipzig	4.7	5.3	4.6	3.5	4.5

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Saxony-Anhalt (Sachsen-Anhalt)

With 2 186 643 inhabitants, Saxony-Anhalt represented about 2.6% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Saxony-Anhalt was 97.5% of the EU27 average, well below the national average of 130.8%.

Saxony-Anhalt has undergone major structural change in the past. An efficient chemical industry was established in the south. The state also offers extensive agricultural land with fertile soils. Other important sectors in the region are the metal and electrical industry and service sectors such as trade, health and care as well as tourism. The energy transition and, in particular, the coal phase-out pose major challenges, especially for the energy-intensive companies in the Central German mining district, but also offer opportunities for new jobs through innovative companies. Since summer 2022, there has been a moderate increase in unemployment figures. Despite positive economic growth, there has been a slight downward trend in employment over the same period. Saxony-Anhalt is feeling the effects of demographic change particularly strongly in the form of a declining labour force potential and an ageing population. Magdeburg and Halle are important university centres and offer a broad spectrum of research and study areas. As in all eastern German states, earnings tend to be below average compared to the rest of Germany.

In 2023, more than 1 040 800 people were active in the labour market in Saxony-Anhalt. 25.6% had tertiary education, 65% had secondary education, and 9.4% had primary education. The employment rate in Saxony-Anhalt was 53.3 % in 2023, 6.3 percentage points lower than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 49.7%, men had an employment rate of 57.1%, and for the youth the employment rate was 47.1%, all below the national average.

Employment rate		2019	2020	2021	2022	2023
Total	Germany	60	58.3	58.3	59.2	59.6
	Sachsen-Anhalt	54.3	53.5	53.1	53.7	53.3
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Sachsen-Anhalt	58.5	57.8	58.5	58.5	57.1
Female	Germany	55	53.6	53.5	54.4	54.8
	Sachsen-Anhalt	50.2	49.4	47.9	49.1	49.7
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Sachsen-Anhalt	43.1	44.9	44.4	47.1	47.1

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Saxony-Anhalt was 3.8% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	2019	2020	2021	2022	2023
Germany	3.1	3.9	3.6	3.2	3.1
Sachsen-Anhalt	4.6	4.8	4.3	4	3.8

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general the vacancies focus on higher qualification levels.

- Mechanical and automotive engineering professions
- Transport, logistics (except for vehicle driving)
- Metal production, metalworking, metal construction
- Mechatronics, energy and electrical professions
- Warehousing, post, delivery, goods handling
- Sales professions
- Driver of vehicle and transport equipment
- Mechanical and operating engineering
- Professions Business management, organisation
- Medical health professions

Shortages

- Woodworking and wood processing
- Metal construction and welding technology
- Vehicle, aerospace and shipbuilding technology
- Mechatronics and automation technology

- Energy technology
- Food and luxury food production
- Food preparation
- Civil engineering
- Finishing and drywall construction
- Plumbing, sanitary, heating, air conditioning
- Supply and disposal
- Chemistry
- Business people - transport and logistics
- Property, personal and fire protection, occupational safety
- Sale of food
- Gastronomy
- Insurance and financial services
- Medical and practice assistance
- Nursing professions

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Warehousing, post, delivery, goods handling
- Sales
- Cleaning
- Office and secretariat
- Property, personal and fire protection, occupational safety
- Horticulture
- Building technology
- Food preparation

Schleswig-Holstein

With 2 953 270 inhabitants, Schleswig-Holstein represented about 3.5% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Schleswig-Holstein was 108.5% of the EU27 average, well below the national average of 130.8%.

In economic terms, Schleswig-Holstein can be divided into three major regions: the so-called ‘bacon belt’ around Hamburg (with mechanical engineering and services), the structurally weak west coast, where agriculture, tourism and wind turbines dominate, and the harbour cities on the Baltic coast (especially Lübeck, Kiel and Flensburg) with trade, transport, shipbuilding, tourism and wind energy. Schleswig-Holstein’s economic structure is characterised by numerous small and medium-sized enterprises, in which the majority of employees work. The service sector is above average in Schleswig-Holstein. In addition to trade, healthcare and social services are also dominant economic sectors. Tourism also plays an important role on the North and Baltic Seas. In addition to the University Medical Centre Schleswig-Holstein and AOK Nordwest, the largest companies include the wholesale company Bartels-Langness (one of the largest food retailers in Germany), ThyssenKrupp Marine Systems as Germany’s largest shipyard, the traditional Lübeck conglomerate L. Possehl & Co. (precious metals, construction services, printing machines, document management systems, cleaning machines). Schleswig-Holstein has three universities and other universities of applied sciences as well as private universities. The higher education landscape is complemented by numerous non-university research

institutes in areas such as marine research, biomedicine and medical technology as well as in the natural sciences and engineering. The number of people in employment has risen in the last decade, while unemployment has fallen significantly. The proportion of foreign employees is below average, as is the proportion of highly qualified employees.

In 2023, more than 1 535 300 people were active in the labour market in Schleswig-Holstein. 29.1% had tertiary education, 51.9% had secondary education, and 18.9% had primary education. The employment rate in Schleswig-Holstein was 58.7 % in 2023, in line with the national average and in line with 2022 figures.

The employment rate for women in 2023 was 54.4%, men had an employment rate of 63.2%, and for the youth the employment rate was 52.5%. The employment rates for women and men were below the national average, while the employment rate for the youth was above the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Schleswig-Holstein	59.3	58.2	58.5	58.4	58.7
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Schleswig-Holstein	64.2	62.7	63.3	63.8	63.2
Female	Germany	55	53.6	53.5	54.4	54.8
	Schleswig-Holstein	54.7	53.8	53.9	53.4	54.4
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Schleswig-Holstein	50.1	49.6	53.8	51.1	52.5

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Schleswig-Holstein was 3.1% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany	3.1	3.9	3.6	3.2	3.1
Schleswig-Holstein	2.9	3.4	3.2	2.9	3.1

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general the vacancies focus on higher qualification levels. In general the vacancies focus on higher qualification levels.

- Transport, logistics (except vehicle management)
- Warehousing, post, delivery, goods handling
- Sale
- Medical health professions
- Mechatronics, energy and electrical professions
- Sale
- Domestic professions
- Mechanical and automotive engineering professions

- Social work, curative education
- Non-medical health, personal hygiene
- Metal production, metalworking, metal construction

Shortages

- Horticulture
- Vehicle, aerospace and shipbuilding technology
- Mechatronics and automation technology
- Energy technology
- Food and luxury food production
- Food preparation
- Civil engineering
- Plumbing, sanitary, heating, air conditioning
- Business people - transport and logistics
- Sale of food
- Hotel industry
- Gastronomy
- Tax Consultancy
- Legal advice, jurisdiction and regulations
- Medical and practice assistance
- Nursing professions
- Medical, orthopaedic and rehabilitation technology

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Cleaning
- Sales (without product specialisation)
- Warehousing, post, delivery, goods handling
- Office and secretariat
- Education, domestic professions
- Food preparation
- Vehicle guidance in road traffic
- Education, social work, curative education
- Property, personal and fire protection, occupational safety
- Gastronomy
- Horticulture

Thuringia (Thüringen)

With 2 126 846 inhabitants, Thuringia represented about 2.5% of the population in Germany in 2023.

The gross domestic product per capita, adjusted for price levels (PPS) in Thuringia was 94.9% of the EU27 average, well below the national average of 130.8%.

The corporate structure in Thuringia is characterised by small and medium-sized companies, with mechanical engineering, the automotive industry, optics and service sectors such as retail, health and care as well as tourism playing the largest role. The transformation of the economy in the form of advancing digitalisation poses major challenges for Thuringia. Since summer 2022, a moderate increase in unemployment figures has been recorded. Despite positive economic growth, there has been a slight downward trend in employment over the same period. Thuringia is feeling the effects of demographic change particularly strongly in the form of a declining labour force potential and an ageing population. With the increasing immigration of foreigners, their share of the labour force is also rising, although this is significantly lower than the national average. Jena, Erfurt, Weimar and Ilmenau are the most important university locations and offer a wide range of subjects, especially technical degree programmes. Earnings in Thuringia, as in all eastern German states, tend to be below average compared to the national average.

In 2023, more than 1 050 800 people were active in the labour market in Thuringia. 28.1% had tertiary education, 62.5% had secondary education, and 9.4% had primary education. The employment rate in Thuringia was 55.6 % in 2023, 4 percentage points lower than the national average in Germany and in line with 2022 figures.

The employment rate for women in 2023 was 50.5%, men had an employment rate of 60.8%, and for the youth the employment rate was 50.3%, all below the national average.

Employment rate		**2019**	**2020**	**2021**	**2022**	**2023**
Total	Germany	60	58.3	58.3	59.2	59.6
	Thüringen	56.8	54.9	55.5	55.6	55.6
Male	Germany	65.1	63.1	63.2	64.3	64.5
	Thüringen	60.9	59.2	59.9	60.5	60.8
Female	Germany	55	53.6	53.5	54.4	54.8
	Thüringen	52.9	50.7	51.3	50.8	50.5
Youth	Germany	48.5	48.1	48.4	50.3	50.8
	Thüringen	44.8	47.6	47.5	43.5	50.3

Note: lfst_r_lfe2emprt, Statistics | Eurostat (europa.eu), data refer to age group 15 years or over

The unemployment rate in Thuringia was 3% in 2023, in line with the national average in the same year and in line with the previous year.

Unemployment rate	**2019**	**2020**	**2021**	**2022**	**2023**
Germany	3.1	3.9	3.6	3.2	3.1
Thüringen	3.7	4.2	3.5	3	3

Note: lfst_r_lfu3rt, Statistics | Eurostat, data refer to age group 15 years or over

Vacancies

The list is only a selection of the sectors with the largest number of vacancies in relation to the state's population. In general the vacancies focus on higher qualification levels.

- Metal production, metalworking, metal construction
- Mechanical and automotive engineering professions
- Transport, logistics (except for vehicle driving)

- Sales professions
- Warehousing, post, delivery, goods handling
- Mechatronics, energy and electrical professions
- Medical health professions
- Mechanical and operating engineering

Shortages

- Metal construction and welding technology
- Vehicle, aerospace and shipbuilding technology
- Mechatronics and automation technology
- Energy technology
- Food and luxury food production
- Food preparation
- Civil engineering
- Plumbing, sanitary, heating, air conditioning
- Computer science
- Construction and transport equipment management
- Cleaning
- Sale of clothing, electrical goods, motor vehicles, hardware
- Sale of food
- Gastronomy
- Corporate organisation and strategy
- Medical and practice assistance
- Nursing professions
- Body care (like hairdressers)

Surpluses

Current surpluses on the regional labour market do not necessarily reflect the general trend for these occupations. They represent a key date observation. The spatial flexibility of employees correlates in principle with the phase of life and the level of qualification.

- Sales
- Office and secretariat
- Cleaning
- Warehousing, post, delivery, goods handling

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